

vidiva:

{fin-tech that cares;}

TERMS AND CONDITIONS OF THE CANDIDATE REFERRAL PROGRAM

Version 1.0 - Updated on 30 Sep 2021

You agree to these Terms & Conditions by participating in the Candidate Referral Program (“Program”) of the Vidiva Technology Joint Stock Company (“Vidiva”). Vidiva may change the bonus program from time to time in accordance with the provisions of Vietnamese laws.

All candidates referred through this Program receive equal and non-discriminatory opportunities. Candidates will be reviewed and followed according to Vidiva's recruitment process.

1. Participants

Individuals include Vietnamese nationality or foreign nationality living in the entire territory of Vietnam or abroad.

2. Payment of rewards

Rewards will be paid after Vidiva confirms that the candidate becomes an official employee (with an employment contract and completion of the probationary period, if any) of Vidiva.

You should note that the rewards may be subject to tax according to the provisions of Vietnamese laws (according to the guidelines for the implementation of the personal income tax law in [Consolidated Document No. 68/VBHN-BTC](#)¹) applicable to Vietnamese and foreigners.

The additional and relevant information and documents (if any) for the payment, Vidiva will have detailed instructions prescribed by Vietnamese laws and Vidiva's payment process from time to time to ensure that Vidiva can conveniently pay your rewards.

3. Information collection, use, storage and confidentiality

By agreeing to these Terms & Conditions, the referrer is responsible for providing specific, complete and clear information to the candidates about the recruitment policies of Vidiva at [Careers at Ting](#)² and privacy, management and use policy of candidate information at [Candidate Data Privacy Notice](#)³. The referrer ensures that the candidates understand, agree and comply with Vidiva's regulations during the application process.

¹ Consolidated Document No. 68/VBHN-BTC
<https://thuvienphapluat.vn/van-ban/Thue-Phi-Le-Phi/Van-ban-hop-nhat-68-VBHN-BTC-2019-Thong-tu-huong-dan-thuc-hien-Luat-Thue-thu-nhap-ca-nhan-440231.aspx>

² Careers at Ting: <https://tingapp.vn/careers>

³ Candidate Data Privacy
<https://drive.google.com/file/d/1SiTKCosDhuEIFOzGvvXKbx9p6zizy3vE/view?usp=sharing>

Collect information

Vidiva collect the information of the referrer including: name, address, phone number, email address, identification (ID/Passport) and payment information to carry out the payment procedure for successful referral bonus.

Accordingly, Vidiva is not responsible for and does not settle any complaints and disputes in case the information provided by the referrer is forged, misleading, inaccurate, incomplete or not updated.

Use and store information

Vidiva ensures the safety of the referrer's information as prescribed by laws. Vidiva may use the referrer's contact information to send emails or announcements related to job opportunities at Vidiva.

The collected information will be kept for a period of time in accordance with the laws or until such information still meets the purpose and scope of use mentioned above.

Confidentiality

The security and safety of all information of the referrer and candidate, you can refer to more information at [Data Privacy Notice](#)⁴.

4. Disputes and complaints

All arising disputes and complaints, if any, will be resolved and handled in accordance with Vidiva's regulations and Vidiva's decision will be the final decision to serve as a basis for implementation. You agree that no further dispute, claim, or litigation will cause damage to Vidiva; fines, costs and expenses if any resulting from your dispute and claim affecting Vidiva's loss (including, without limitation, any other dispute resolution costs) will be your responsibilities.

5. Inquiries and support

During the process of participating in the Program, if you have any questions or need assistance with instructions, please contact the Human Resources Department at the information below for answers:

- Phone: (84) 28 7308 4382
- Email: careers@vidiva.vn

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⁴ Data Privacy Notice: <https://tingapp.vn/luu-y-quyen-rieng-tu-du-lieu>